



Detroit Federation of Musicians Local 5

NEW MEMBER SERVICES CATALOG

**AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES & CANADA**

Local 5

**Detroit Federation of Musicians
Local 5, AFM
20833 Southfield Rd.
Southfield, MI 48075**

Phone: (248) 569-5400
e-mail: pros@detroitmusicians.net
www.detroitmusicians.net

OFFICE HOURS:

10:00 a.m. to 4:00 a.m., Monday – Friday
Closed on all Legal Holidays

OFFICERS:

President – George Troia Jr.
Vice President – Michael McGowan
Secretary-Treasurer – Carl Cafagna

EXECUTIVE BOARD:

Alan Ayoub, Ralphe Armstrong, Nancy Chaklos, Douglas Cornelsen, Lynne Marie Mangan

GENERAL MEETINGS:

Meetings are held on the third Sunday in March, and October. Meetings are held at the Local 5 Headquarters in Southfield, on the northwest corner of 8 Mile Road and the Southfield Freeway (M-39) Service drive.

NEW MEMBER ORIENTATION/OPEN HOUSE:

An Open House is held in early January each year, following an orientation meeting for new members.

JURISDICTION:

The jurisdiction of Local 5 incorporates the following counties: Wayne, Macomb, Southern Oakland, Sanilac and St. Clair. Local 5 will handle all problems you encounter while performing within that geographic area.

WELCOME TO THE AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA

This brochure is an overview of programs and services available to you as a member of our union. These have been developed by musicians for musicians. As a member you will have the opportunity to take part in that decision-making process.

The American Federation of Musicians (AFM), founded in 1896, represents musicians through its locals and international offices.

- Locals handle most contract issues and services within their specific geographical areas.
- The Federation, with offices in New York, Toronto, and Los Angeles, handles collective bargaining for musicians who perform under national and international media and touring agreements. It also administers contracts, works on organizing and legislative issues and maintains departments that offer specialized services to support the locals' services for members.
- Regional and players' conferences provide means for members to work together on issues that affect specialized fields within the music business.

The Federation's affiliations include the AFL-CIO (including their Department for Professional Employees), the Canadian Labour Congress and the International Federation of Musicians (FIM). It also works closely with other arts and entertainment unions and organizations. Individual locals affiliate with labor councils and other organizations within their states and provinces.

Your local officers are available to answer your questions. You may also visit our Website at www.detroitmusicians.net or the AFM Website at www.afm.org for additional information.

LOCAL 5 HISTORY AND OVERVIEW

The Detroit Federation of Musicians was founded in 1903 in the City of Detroit, Michigan. The Local 5 designation places it fifth in the order of Locals. Local 5 is a top ten local, based upon the size of our membership.

Theater

Detroit, hometown of the Nederlander Theatrical Family, has a rich history in theater dating back to 1922 when David T. Nederlander opened the first of what would become the largest chain of theaters in the country. Today, Local 5 has a vital theater district within its jurisdictional boundaries that includes several large venues and agreements with the Ambassador Theatre Group North America LLC.

Motown

Cass Technical High School provided many of the young studio musicians for Motown records in the early years. Once the record company achieved union status, many of the local union jazz artists and Detroit Symphony artists became active studio musicians. After Motown left for LA in the early 1970's, studio recording for post Motown projects kept Local 5 studio musicians busy up into the late mid 1980's. There has been a resurgence of studio recording in Detroit.

Jazz, Rhythm & Blues

The Detroit Federation of Musicians has been the home of many great jazz musicians. A few notable jazz figures that come to mind are Yusef Latiff, Kenny Burrell, Thad Jones, Elvin Jones, Ron Carter, Bobby Hearst, James Carter, Marcus Belgrave, George Benson (Saxophone), Pepper Adams, John Lee Hooker, Stevie Wonder, Ray Parker Jr.

Symphonic Work

Our symphonic organizations include the Detroit Symphony, Detroit Opera Orchestra, Detroit Chamber Winds and Strings, and approximately nine (9) community orchestras with union contingents. There is also "pick-up" orchestra work at various churches and with chorale societies.

Industrial Music/Studio Work

Detroit is home to a large industrial advertising market as a result of being home to the Big Three Automakers. Industrial music production has been a source of employment for Local 5 studio musicians.

Freelance Work

The Detroit Metro area employs hundreds of casual and freelance union musicians for good paying gigs in night clubs, casinos, weddings, parties, and in public parks.

Members can easily convert any gig into a "union gig", by filing a Steward Report and paying appropriate work dues. It is then possible to make pension contributions for those members hired for those gigs.

Today the Detroit Federation of Musicians is growing. Being in both Motown and the great Detroit Labor Capital helps keep the union strong. Local 5 is committed to promoting diversity in our membership, and in performance opportunities.

- Local 5 is responsible for the standards and services that most affect your everyday professional life. The bylaws of your local are established by democratic vote of the membership.

In addition, Local 5 provides services and benefits for local and traveling AFM members; encourages the employment of AFM members and promotes a professional music industry. It plans events and services that build solidarity among professional musicians in your area.

Each local provides a number of benefits and programs customized by its local executive board to fit the needs of your area's music industry. Local 5 provides:

- **Referral service for gigs & teaching (must register with the Local)**
- **\$1,250 death benefit**
- **\$1,250 accidental death and dismemberment benefit**

In addition, Local 5 members have access to Federation-wide programs, including:

Recording Industries Music Performance Trust Funds (MPTF)

Through agreements negotiated between the AFM and recording companies, a special trust fund exists to co-sponsor concerts which are free and open to the public. These events may take place at parks, festivals, libraries, schools, or senior citizens homes. Members create these events, and the Local applies for partial or complete funding through the fund. To participate, contact the local for details.

Group Insurance Rates

The Federation has negotiated group insurance rates for members' instruments and related equipment through Mercer Consumer. This professional all-risk insurance covers your instruments, equipment, and sound system.

The Federation also provides low-cost performance liability insurance. Ask your Local 5 office staff for more information.

Access to Authorized Booking Agents

The Federation franchises booking agents who agree to use AFM contracts, secure scale pay or better, and charge no more than stipulated commission percentages. Only agents who have signed AFM agreements are authorized to use AFM contracts. Check with Local 5 (or on the AFM Website) for the names and numbers of authorized agents in your area.

Toll-free Road Help in Emergencies

Emergency cash assistance is available to any AFM member who is faced with a defaulted payment and requires emergency cash for traveling to the next immediate engagement or to return home. For eligibility, copies of the individual/group contract must be on file with the local(s) having jurisdiction over the location of the engagement.

In the U.S., dial 1-800-ROADGIG (1-800-762-3444)

In Canada, dial 1-800-INFO FED (1-800-463-6333)

Playing Gigs in Canada

As a member of an American AFM local, the AFM will act as your sponsor for engagements in Canada. Just complete an EMP-AFM-1 form—available from Local 5—at least 30 days prior to the performance date. Have this form signed by your local officer and send it with a copy of your contract to the AFM office in Canada. They will present it to Canadian Immigration and obtain your work permit.

The *International Musician*

Every month, members receive the music industry publication of the AFM, the *International Musician*. This newspaper covers the players, issues, and the innovations of the international music scene, as well as Federation news and commentary. In addition, four times a year you will receive the **Keynote**, Local 5's union journal.

HOW YOUR LOCAL WORKS

Member Participation

As in most organizations, there is strength in numbers. Our union works through the involvement of members making themselves heard through participation in meetings, voting, running for office, taking part in community activities so that non-musicians understand the working lives of musicians, and many other activities.

General Meetings

Members set bylaws (rules) and dues at General Meetings. The meetings of Local 5 are also a good way to meet other musicians, make professional contacts and make your voice heard regarding local affairs.

Scale Changes

Members recommend scale changes to the board of directors by attending special price list committee meetings. Scale changes are published in the newsletter and in a *Price List Book*. Wages and scales are also established through special collective bargaining negotiating committees.

Bylaws

Both the Federation and Local 5 operate under sets of ground rules called bylaws. These are reviewed and updated at meetings and conventions. The bylaws include professional, business, and ethical standards. Take the first step in participating in Local 5 by honoring these standards. Every time you do, you strengthen the team.

Federation and local bylaws are available to all members. Get a free copy from an officer at Local 5. Federation bylaws are available on the AFM Website.

Bylaw Changes

Proposals to amend the bylaws are printed in the Local's newsletter and are considered at the next general membership meeting. Voting is in person.

Elections

Elections for all officers are held every three years in May. Voting is done by secret mail-in balloting. Officers are: President; Vice-President; Secretary-Treasurer; Five (5) Executive Board Members and one (1) Delegate and one (1) Alternate Delegate to the AFM Convention and the Locals Conference.

Committees

Local 5 has a series of committees, which offer information and advice to the executive board. These committees are always looking for new ideas. We welcome your suggestions and involvement.

Moving or Leaving

If you are moving out of the area, contact the local for help in moving your membership to another local. There is a formal process for resigning and clearing any outstanding obligations to one local before joining another.

If you decide to leave the music business for a time, contact the local for information on resigning formally instead of just dropping out. That way you avoid additional reinstatement fees if you decide to return at some later date.

LOCAL 5 AND THE FEDERATION

AFM Conventions

Every three years, local delegates attend and participate in the International Convention at which AFM bylaws are reviewed, amended and/or created and International officers are elected. The Convention is the highest decision-making body of the Federation.

Regional Conferences

Delegates from locals regularly attend regional conferences and workshops where they discuss pertinent issues and problems that affect their members. Workshops and seminars focus on improving service to members. Local 5 is affiliated with the Southern Conference and the Florida/Georgia Conference.

Players' Conferences

These conferences were formed by members who perform in specialized areas of the music business to address issues and problems within their specialties. They form separate organizations that are recognized within the Federation.

ICSOM—International Conference of Symphony & Opera Musicians

OCSM/OMOSC—Organization of Canadian Symphony Musicians/l'Organisation des Musiciens d'Orchestres Symphoniques du Canada

RMA—Recording Musicians Association

ROPA—Regional Orchestra Players Association

TMA—Theater Musicians Association

National & International Contracts

Recording

The Federation has negotiated Collective Bargaining Agreements (CBAs) in the U.S. and Canada that set the wages and working conditions for recording in electronic media including CDs, motion pictures, network and public TV, commercial announcements, videotape, and many other kinds of recording. There are also agreements for low budget and limited pressing recordings that may be negotiated on a case-by-case basis.

When you record under an AFM electronic media contract you are guaranteed not only proper payment, but payments in the event of new use or re-use of your recording. You also receive pension and special payments under these agreements (see below).

If you are offered recording work of any kind, it is important for you to contact Local 5. They will help you with contracts, advise you or put you in touch with an appropriate person at the Federation's Electronic Media Services Division to help you protect your work. If you record without a contract, no matter how good the money, you risk forfeiting many thousands of dollars if the recording is successful.

Pension Fund

All Federation negotiated national and international agreements require employers to contribute to the AFM and Employers' Pension Fund (AFM-EPF) on your behalf. In that case, money will be contributed automatically to your account.

Special Payments Fund

If you work for an employer signed to an appropriate Federation agreement for audio or film recording, you will receive additional payments from the AFM Theatrical & Television Motion Picture or Phonograph Record Manufacturer's Special Payments Funds.

Touring

The Federation has collective bargaining agreements with the American League of Theatres that covers touring Broadway musicals and a number of name acts. This work is protected under specific contract agreements which offer guaranteed wages, working conditions and pension benefits. If you are offered work on a national tour, contact Local 5 to find out if it is protected under a Federation agreement.

LOCAL 5 CONTRACTS AND CBAs

Contracts

Just as working under a signed national or international agreement is important for protecting your work, a signed local AFM contract offers you protection for individual engagements, steady engagements and traveling work as a single performer or as part of a group. Most ethical purchasers will sign them if asked.

Customized legal contract forms are available from Local 5. To receive help from the local or the AFM in case of problems, a contract must be filled out by a leader or individual musician and signed, filed and distributed before the engagement date. File one copy with the local where the engagement takes place, file one copy with the purchaser and, save one signed copy for yourself. See the sample contract on the next page.

Collective Bargaining Agreements (CBAs)

In addition to contracts for individual engagements, Local 5 has negotiated exclusive Collective Bargaining Agreements with the following employers. These agreements provide professional wages, working conditions and automatic pension contributions.

- Detroit Symphony
- Fisher Theater
- Fox Theater
- Detroit Opera
- Detroit Opera House
- Approximately five (5) Community Orchestras

If You Have a Problem

While you may never experience a canceled or unpaid engagement, your local and the Federation have established procedures for recovering wage claims.

Claims Within Your Local Area

Problems with an Engagement

If you have a claim resulting from an engagement that took place in the jurisdiction of Local 5, contact us. An officer of Local 5 will examine your situation and follow these procedures:

1. You will be asked to write a claim letter or fill out a claim form.
2. The local will attempt to collect the claim or reach a settlement through direct contact with the purchaser.
3. A hearing may be held at Local 5, which you may attend.
4. If the local processes the claim through the courts, you will be asked to attend. Partial or complete lawyer and court fees are absorbed by some locals. Talk with Local 5 officers who can bring you up to date on policy. You may be covered.

Member Dispute

If you have a claim against a local member, it must be processed through Local 5.

1. You must write a claim letter or fill out a claim form.
2. A local hearing will be held by the executive board at which you and the other member(s) will be asked to appear and testify.
3. The local board will make a judgment, which must be honored by the member(s) involved, unless either party appeals the decision.
4. Appeals from local decisions are heard by the International Executive Board of the Federation, which can uphold, overturn, or modify the local decision.
5. The Federation's decision is final and binding and will be enforced by Local 5.

Traveling Claims

If you are working under a traveling engagement contract and have a problem, you must follow these procedures below.

Within one year after a dispute occurs, furnish the following information in writing to the International Secretary-Treasurer at the Federation's office in New York:

1. Name(s) of musicians involved in the claim.
2. Name(s) of purchaser(s)/employer(s) against who the claim is directed and the specific amount of the claim.
3. Details of the dispute and a copy of the contract.

The International Secretary-Treasurer's staff will attempt to resolve the dispute. Local 5 will help you with this process.

This procedure applies to claims of members against purchasers on traveling engagements in the United States. There are other procedures in Canada. If your problems involve travel in Canada, you should contact the office of the Vice President from Canada for information.

This procedure does not apply to claims of members of the AFM against other AFM members.

Important:

- Phone a local officer at the first sign of trouble.
- Don't sign a waiver for your services.
- Don't sign a settlement with a purchaser until you consult with a local officer.

DUES PAYMENTS

The work of the Federation is supported by two kinds of dues, regular yearly dues and work dues.

Regular Dues

The amount of regular dues are determined by vote of the membership. A portion of these dues (called per capita dues) is sent by the local to the international office to support their activities.

Local 5's membership dues are \$170 per year, or \$42.50 per quarter. There is a reduction in dues for 50 year members.

Work Dues

Many Federation locals collect a small percentage of the basic wage scale of money paid to members for engagements they play. Since the more you work, the more you are likely to need AFM services, this is the fairest system for funding both the Federation and locals.

On Regular Engagements

Local 5's work dues rate varies from 3.5% to 3.75% for electronic media work, 3% for casual and most cba work.

Work Dues Escrow Accounts

The Federation and some locals have established an escrow account payment system for traveling groups. This system allows you to make bulk payments in advance and avoid billing on a per-engagement basis.

Traveling Engagements

When you're working in another local's jurisdiction, you will be billed for Work Dues by that local, not your home local (unless a traveling escrow account has been established). Call Local 5 or see our website (www.afm.org) for the phone numbers or addresses of other AFM locals.

It is not possible to put everything about the Federation in a small brochure. We hope we've conveyed some of the practical aspects of belonging to the union. The rules and regulations and dues and election and administrative processes have been put in place at local meetings and conventions over a long period of time. They have undergone many changes and will change again as the music business changes.

The union moves ahead and becomes stronger and more effective through the ideas and concern of its members. We have worked hard to build unity within our ranks and with outside organizations that share our goals for fair employment in music, the arts and in the community.

We hope you will take an active part in this process of change and growth.

AFM International Offices

New York Headquarters

1501 Broadway, 9th Floor
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Phone: (212) 869-1330
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West Coast Office

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